

~ ~ Bibliographic patent files

26/ 3,K/ 1 (Item 1 from file: 350)  
DIALOG(R)File 350:Derwent WPIX  
(c) 2009 Thomson Reuters. All rts. reserv.

0018532892 - Drawing available  
WPI ACC NO: 2009-A31288/200901  
XRPX Acc No: N2009-023716

Staffing and cost estimation reports generation method for multi-dimensional project plans, involves assigning teams, roles, positions, names, organizations, sourcing locations, bands and rates to

phases of plans with series of templates

Patent Assignee: INT BUSINESS MACHINES CORP (IBMC)

Inventor: BOULINEAU P R; CANN J D; DUGAR R; KREAMER J; LEE J; MOHAN R;

RAYMOND A; ROSINSKI T D; SHERIFF C W; SHIVPURIYA V J; SIGL G

Patent Family (1 patents, 1 countries)

Patent Application

Number	Kind	Date	Number	Kind	Date	Update
US 20080312980	A1	20081218	US 2007762140	A	20070613	200901

B

Priority Applications (no., kind, date): US 2007762140 A 20070613

#### Patent Details

Number	Kind	Lan	Pg	Dwg	Filing	Notes
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US 20080312980	A1	EN	68	22		
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Original Publication Data by Authority

Argentina

Assignee name & address:

Claims:

...or more phases of the one or more generated project plans; generating one or more staffing and cost estimation reports; and wherein the assigning of teams, roles, positions, names, organizations, sourcing locations, bands, and rates to the phases of...

26/ 3,K/ 3 (Item 3 from file: 350)  
DIALOG(R)File 350:Derwent WPIX  
(c) 2009 Thomson Reuters. All rts. reserv.

0018060029 - Drawing available  
WPI ACC NO: 2008-J80357/200857

Management planning system constructing method for shipyard,

involves

selecting project by system included in target management planning year or

next year, and rolling up actual result of target planning project

Patent Assignee: STX SHIPBUILDING CO LTD (STXS-N)

Inventor: JONG S J; KI T P; SANG H S

Patent Family (1 patents, 1 countries)

Patent Application

Number	Kind	Date	Number	Kind	Date	Update
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KR 2008004243	A	20080109	KR 200663013	A	20060705	200857 B
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Priority Applications (no., kind, date): KR 200663013 A 20060705

Patent Details

Number	Kind	Lan	Pg	Dwg	Filing	Notes
--------	------	-----	----	-----	--------	-------

KR 2008004243	A	KO	27	14		
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Original Publication Data by Authority

Argentina

Assignee name & address:

Claims:

...cooperating partner and direct management to the integrated system. The direct labor expenses unit cost configuration stage ): and the step ( changing by projects Budget ( estimate cost ) based on the business plan

of being settled and accordingly adjusts sale. By projects.BudgetThe...

26/3,K/4 (Item 4 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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0017712607 - Drawing available

WPI ACC NO: 2008-F33059/200835

XRPX Acc No: N2008-416898

Softw are executing method for use in organization, involves assessing costs

between hiring person with portion of skills and training another person to

have portion of skills, and identifying current employee with unique skills

Patent Assignee: BEYER D M (BEYE-I); BRAU E (BRAU-I); JAIN S K (JAIN-I);

SANTOS C A (SANT-I)

Inventor: BEYER D M; BRAU E; JAIN S K; SANTOS C A

Patent Family (1 patents, 1 countries)

Patent Number	Kind	Date	Application Number	Kind	Date	Update
US 20080103868	A1	20080501	US 2006590407	A	20061031	200835 B

Priority Applications (no., kind, date): US 2006590407 A 20061031

Patent Details Number	Kind	Lan	Pg	Dwg	Filing	Notes
US 20080103868	A1	EN	13	4		

Original Publication Data by Authority

Argentina

Assignee name & address:

Original Abstracts:

...apparatus, and systems for planning workforce resources. One method includes defining workforce supply and uncertain workforce demand for plural different service projects using a set of skills that are preferred to complete the plural different service projects; and calculating costs to hire new employees having the set of skills versus costs to train existing employees to have the set of skills. >

Claims:

26/ 3,K/ 7 (Item 7 from file: 350)  
 DIALOG(R)File 350:Derwent WPIX  
 (c) 2009 Thomson Reuters. All rts. reserv.

0016659527 - Drawing available  
 WPI ACC NO: 2007-374610/200736  
 XRPX Acc No: N2007-279482  
 Contingent employee turnover costs estimation method for human resource planning, involves categorizing employees based on responses received for questions, and multiplying number of high-risk leavers by their average remuneration

Patent Assignee: WRDI INST PTY LTD (WRDI-N)

Inventor: BEAMES C

Patent Family (1 patents, 1 countries)

Patent Number	Kind	Date	Application Number	Kind	Date	Update
AU 2007100033	A4	20070222	AU 2007100033	A	20070112	200736 B

Priority Applications (no., kind, date): AU 2006900284 A 20060119

#### Patent Details

Number	Kind	Lan	Pg	Dwg	Filing	Notes
AU 2007100033	A4	EN	11		1	

Alerting Abstract ...DESCRIPTION OF DRAWINGS - The figure shows a flowchart illustrating the method of estimating contingent employee turnover costs .

#### Original Publication Data by Authority

Argentina

26/ 3,K/ 10 (Item 10 from file: 350)  
DIALOG(R)File 350:Derwent WPIX  
(c) 2009 Thomson Reuters. All rts. reserv.

0015053570 - Drawing available  
WPI ACC NO: 2005-401594/200541  
XRPX Acc No: N2005-325469

Product manufacturing project development method e.g. for vehicle, involves  
developing replication plan by establishing team of developers for technology suitable for project, and performing replication procedure accordingly

Patent Assignee: FORD MOTOR CO (FORD)

Inventor: HELZERMAN T H

Patent Family (1 patents, 1 countries)

Patent Application

Number	Kind	Date	Number	Kind	Date	Update
US 6901372	B1	20050531	US 2000543227	A	20000405	200541 B

Priority Applications (no., kind, date): US 2000543227 A 20000405

#### Patent Details

Number	Kind	Lan	Pg	Dwg	Filing	Notes
US 6901372	B1	EN	19		9	

#### Original Publication Data by Authority

Argentina

Assignee name & address:

Claims:

...unique requirements for each replication site are selected from projected intellectual property rights and regulatory requirements ,estimating human resources and skills required to replicate

technology, developing directional estimates of other resources required for replication, and agreeing...

26/3, K/13 (Item 13 from file: 350)  
DIALOG(R) File 350: Derwent WPIX  
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0013615513 - Drawing available  
WPI ACC NO: 2003-710845/200367  
XRPX Acc No: N2003-568421  
Human performance management method for business organizations, involves providing interactive, on-line access to data that is organized into one metric and to interpretation, which is prepared for organized data  
Patent Assignee: ACCENTURE GLOBAL SERVICES GMBH (ACCE-N); ANDRUS G R

(ANDR-I); LASALLE R M (LASA-I); MAJER M J (MAJE-I); MILLER E R (MILL-I); NEBOLSKY C (NEBO-I); PARK P W (PARK-I); TAFOYA J A (TAFO-I);

TRUDEL A (TRUD-I)  
Inventor: ANDRUS G R; LASALLE R M; MAJER M J; MILLER E R; NEBOLSKY C; PARK

P W; TAFOYA J A; TRUDEL A  
Patent Family (4 patents, 98 countries)

Patent Number	Kind	Date	Application Number	Kind	Date	Update
US 20030149614	A1	20030807	US 200272551	A	20020207	200367 B
WO 2003067481	A2	20030814	WO 20031B440	A	20030205	200367 E
AU 2003202119	A1	20030902	AU 2003202119	A	20030205	200425 E
US 7337120	B2	20080226	US 200272551	A	20020207	200816 E

Priority Applications (no., kind, date): US 200272551 A 20020207

#### Patent Details

Number	Kind	Lang	Pg	Dwg	Filing	Notes
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US 20030149614	A1	EN	30	7		
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WO 2003067481	A2	EN				
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National Designated States, Original: AE AG AL AM AT AU AZ BA BB BG BR BY

BZ CA CH CN CO CR CU CZ DE DK DM DZ EC EE ES FI GB GD GE GH GM HR HU ID

IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ

NO NZ OM PH PL PT RO RU SD SE SG SK SL TJ TM TN TR TT TZ UA UG UZ VN YU

ZA ZM ZW  
Regional Designated States,Original: AT BE BG CH CY CZ DE DK EA EE ES FI  
FR GB GH GM GR HU IE IT KE LS LU MC MW MZ NL OA PT SD SE SI SK SL  
SZ TR  
TZ UG ZM ZW  
AU 2003202119 A1 EN Based on OPI patent WO 2003067481

Original Publication Data by Authority

Argentina

Assignee name & address:

Claims:

...automatically determined recommended action that helps to complete the  
personalized business goal and an automatically calculated estimated  
cost savings to be realized when the personalized business goal is  
completed; displaying an analysis section...

...to display a list of metrics in the metric category and the recommended  
action or estimated cost savings; and generating a survey based upon  
the  
recommended action.

26/ 3,K/ 15 (Item 15 from file: 350)  
DIALOG(R)File 350:Derwent WPIX  
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0013314941 - Drawing available  
WPI ACC NO: 2003-402106/200338  
XRPX Acc No: N2003-320723

Constituency value quantifying method involves producing total cost  
associated with exchange elements offered to constituent population  
and  
their behavioral value, based on which value contributed to entity is  
quantified

Patent Assignee: GRANT A W H (GRAN-I)

Inventor: GRANT A W H

Patent Family (5 patents, 88 countries)

Patent Application

Number	Kind	Date	Number	Kind	Date	Update
US 20030036943	A1	20030220	US 2000176927	P	20000120	200338
B						

			US 2001766698	A	20010122	
WO 2003046788	A1	20030605	WO 2001US44077	A	20011121	200347
NCE						
AU 2002219855	A1	20030610	WO 2001US44077	A	20011121	200419
NCE						

AU 2002219855 A 20011121  
EP 1459221 A1 20040922 EP 2001274854 A 20011121 200462  
NCE  
WO 2001US44077 A 20011121  
IN 200401400 P4 20060210 WO 2001US44077 A 20011121 200619  
NCE  
IN 2004CN1400 A 20040621

Priority Applications (no., kind, date): US 2000176927 P 20000120; US  
2001766698 A 20010122; WO 2001US44077 A 20011121; EP  
2001274854 A  
20011121; AU 2002219855 A 20011121; IN 2004CN1400 A 20040621

#### Patent Details

Number Kind Lan Pg Dwg Filing Notes  
US 20030036943 A1 EN 16 9 Related to Provisional US 2000176927  
WO 2003046788 A1 EN  
National Designated States,Original: AE AL AM AT AU AZ BA BB BG BR BY  
CA  
CH CN CU CZ DE DK EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE  
KG KP  
KR KZ LC LK LR LS LT LU LV MD MG MK MN MW MX NO NZ PL PT RO RU  
SD SE SG  
SI SK SL TJ TM TR TT UA UG UZ VN YU ZA ZW  
Regional Designated States,Original: AT BE CH CY DE DK EA ES FI FR GB GH  
GM GR IE IT KE LS LU MC MW MZ NL OA PT SD SE SL SZ TR TZ UG ZM ZW  
AU 2002219855 A1 EN PCT Application WO 2001US44077  
Based on OPI patent WO 2003046788  
EP 1459221 A1 EN PCT Application WO 2001US44077  
Based on OPI patent WO 2003046788  
Regional Designated States,Original: AL AT BE CH CY DE DK ES FI FR GB GR  
IE IT LI LT LU LV MC MK NL PT RO SE SI TR  
IN 200401400 P4 EN PCT Application WO 2001US44077  
Original Publication Data by Authority

Argentina

Assignee name & address:

Original Abstracts:

...offered by the entity;I. obtaining data relative to the constituent's  
mindset regarding the experience ;J. identifying one or more value  
exchange gaps based on the data;K. determining behaviors of the  
constituent...

Claims:

CHONG

26/ 3,K/ 16 (Item 16 from file: 350)

DIALOG(R)File 350:Derwent WPIX  
(c) 2009 Thomson Reuters. All rts. reserv.

0012715303 - Drawing available  
WPI ACC NO: 2002-567056/200260

XRPX Acc No: N2002-448857

Computer-based method for evaluating value of an individual in a group,  
assigns an economic value to an individual's contribution to an organization

Patent Assignee: EBS ACQUISITION CORP (EBSA-N); LIEM H (LIEM-I);  
MACTAS E

(MACT-I); MADELIL G (MADE-I); MELLON HR SOLUTIONS LLC (MELL-N)

Inventor: LIEM H; MACTAS E; MACTAS E S; MADELIL G; MADELL G

Patent Family (4 patents, 94 countries)

Patent Application

Number	Kind	Date	Number	Kind	Date	Update
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WO 2002065233	A2	20020822	WO 2002US1241	A	20020206	200260
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B

US 20020143496	A1	20021003	US 2001267565	P	20010209	200267
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E

US 2001298561	P	20010616
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US 200272350	A	20020207
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AU 2002241904	A1	20020828	AU 2002241904	A	20020206	200427	E
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AU 2002241904	A8	20051006	AU 2002241904	A	20020206	200610	E
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Priority Applications (no., kind, date): US 2001267565 P 20010209; US  
2001298561 P 20010616; US 200272350 A 20020207

#### Patent Details

Number	Kind	Lan	Pg	Dwg	Filing	Notes
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WO 2002065233	A2	EN	75	9		
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National Designated States,Original: AE AG AL AM AT AU AZ BA BB BG BR  
BY

BZ CA CH CN CO CR CU CZ DE DK DM DZ EE ES FI GB GD GE GH GM HR  
HU ID IL

IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX  
MZ NO

NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT TZ UA UG UZ VN YU ZA  
ZW

Regional Designated States,Original: AT BE CH CY DE DK EA ES FI FR GB GH  
GM GR IE IT KE LS LU MC MW MZ NL OA PT SD SE SL SZ TR TZ UG ZM ZW

US 20020143496	A1	EN	Related to Provisional	US 2001267565
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Related to Provisional	US 2001298561
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AU 2002241904	A1	EN	Based on OPI patent	WO 2002065233
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AU 2002241904	A8	EN	Based on OPI patent	WO 2002065233
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Alerting Abstract ...DESCRIPTION OF DRAWINGS - The figure is a flow



diagram illustrating the process performed in determining individual cost associated with an individual value calculation .

#### Original Publication Data by Authority

Argentina

Assignee name & address:

Claims:

...the method comprising:determining an individual cost associated with the individual with respect to the group ;determining an individual revenue associated with the individual cost, for the individual with respect to the group , such that the determined individual revenue includes a computed Actuarial Replacement Value ( ARV ); andcalculating an individual value, in accordance with the determined individual cost and the determined individual revenue, that quantifies the value of the individual to the group.>

26/ 3,K/ 18 (Item 18 from file: 350)

DIALOG(R)File 350:Derwent WPIX

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0008113766 - Drawing available

WPI ACC NO: 1997-212380/199719

XRPX Acc No: N1997-175248

Staffing pattern determination method for road maintenance crew - performing discrete event simulation by building model according to different parameters e.g. maintenance specialities identified, standard

crews and productivity rates, planning period etc.

Patent Assignee: ELAZOUNI A M (ELAZ-I)

Inventor: ELAZOUNI A M

Patent Family (1 patents, 1 countries)

Patent Application

Number	Kind	Date	Number	Kind	Date	Update
US 5617342	A	19970401	US 1994337886	A	19941114	199719 B

Priority Applications (no., kind, date): US 1994337886 A 19941114

#### Patent Details

Number	Kind	Lan	Pg	Dwg	Filing	Notes
US 5617342	A	EN	15	7		

#### Original Publication Data by Authority

Argentina

Assignee name & address:

Claims:

...the steps of outlining a repair request system, preparing input data, and setting up said model, providing a change control mechanism to select and control effects of changes within said repair request system to control the execution of said discrete-event simulation, outputting...

~ ~ Full text patent files

19/ 3, K/ 4 (Item 4 from file: 349)  
DIALOG(R) File 349: PCT FULLTEXT  
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01427049

MODEL-DRIVEN EVENT DETECTION, IMPLICATION, AND REPORTING SYSTEM

DETECTION D'EVENEMENTS PILOTEE PAR UN MODELE,  
IMPLICATION DE CETTE  
DETECTION ET SYSTEME RAPPORTEUR ASSOCIE

Patent Applicant/Assignee:

ACCENTURE GLOBAL SERVICES GMBH, Herrenacker 15, CH-8200

Schaffhausen, CH,

CH (Residence), CH (Nationality), (For all designated states except: US)

Patent Applicant/Inventor:

COWELL-SHAH Christopher, 2246 32nd Avenue, San Francisco, CA 94116,  
US,

US (Residence), US (Nationality), (Designated only for: US)

HUGHES Lucian P, 428 Granelli Avenue, Half Moon Bay, CA 94019, US, US  
(Residence), US (Nationality), (Designated only for: US)

KASS Alex, 3600 Evergreen Drive, Palo Alto, CA 94303, US, US  
(Residence),

US (Nationality), (Designated only for: US)

SHETH Neil, 112a Carl Street, San Francisco, CA 94117, US, US (Residence)  
, US (Nationality), (Designated only for: US)

Legal Representative:

MCLEISH Nicholas Alistair Maxwell et al (agent), Boulton Tennant,  
Verulam Gardens, 70 Gray's Inn Road, London WC1X 8BT, GB

Patent and Priority Information (Country, Number, Date):

Patent: WO 2006108694 A1 20061019 (WO 06108694)

Application: WO 2006EP3533 20060406 (PCT/WO EP2006003533)

Priority Application: US 2005669850 20050408; US 2006387173 20060322

Designated States:

(All protection types applied unless otherwise stated - for applications  
2004+)

AE AG AL AM AT AU AZ BA BB BG BR BW BY BZ CA CH CN CO CR CU CZ DE  
DK DM

DZ EC EE EG ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KM KN KP

KR

KZ LC LK LR LS LT LU LV LY MA MD MG MK MN MW MX MZ NA NG NI NO NZ

OM PG

PH PL PT RO RU SC SD SE SG SK SL SM SY TJ TM TN TR TT TZ UA UG US

UZ VC

VN YU ZA ZM ZW

(EP) AT BE BG CH CY CZ DE DK EE ES FI FR GB GR HU IE IS IT LT LU LV

MC NL

PL PT RO SE SI SK TR

(OA) BF BJ CF CG CI CM GA GN GQ GW ML MR NE SN TD TG

(AP) BW GH GM KE LS MW MZ NA SD SL SZ TZ UG ZM ZW

(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English

Fulltext Word Count: 17874

Fulltext Availability:

Detailed Description

Detailed Description

... consumption" "emission(s)?" "eco-" technology  
trend technology' obsolescence reason' and replacement technology'  
technology development technology replaced ' [076] The environment  
model 130 defines entities and the relationships between entities.  
Table 10 shows an example of an XML definition of entities.

19/3,K/5 (Item 5 from file: 349)

DIALOG(R)File 349:PCT FULLTEXT

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01199029 \*\*Image available\*\*

WORKER AND DOCUMENT MANAGEMENT SYSTEM

SYSTEME DE GESTION DE TRAVAILLEURS ET DE DOCUMENTS

Patent Applicant/Assignee:

IDOCUMENTS LLC, 1301 Warner Street, Baltimore, MD 21230, US, US

(Residence), US (Nationality), (For all designated states except: US)

Patent Applicant/Inventor:

WOODINGS Lewis E, Idocuments, LLC, 1301 Warner Street, Baltimore, MD

21230, US, US (Residence), US (Nationality), (Designated only for: US)

BOSSE James D, Idocuments, LLC, 1301 Warner Street, Baltimore, MD

21230,

US, US (Residence), US (Nationality), (Designated only for: US)

HODGSON Mathew P, Idocuments, LLC, 1301 Warner Street, Baltimore, MD

21230, US, US (Residence), GB (Nationality), (Designated only for: US)

SMORODINTSEV Alexander, Idocuments, LLC, 1301 Warner Street,

Baltimore,

MD 21230, US, US (Residence), US (Nationality), (Designated only for:

US)

KLIMANTOV Alexei U, Idocuments, LLC, 1301 Warner Street, Baltimore, MD  
21230, US, US (Residence), RU (Nationality), (Designated only for: US)  
KARASSIK Viatcheslav, Idocuments, LLC, 1301 Warner Street, Baltimore,  
MD

21230, US, US (Residence), RU (Nationality), (Designated only for: US)

Legal Representative:

HYNDMAN Kelly G (et al) (agent), Sughrue Mion, PLLC, 2100 Pennsylvania  
Ave, N.W., Suite 800, Washington, DC 20037-3213, US,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200506138 A2-A3 20050120 (WO 0506138)

Application: WO 2004US20875 20040630 (PCT/WO US04020875)

Priority Application: US 2003483098 20030630

Designated States:

(All protection types applied unless otherwise stated - for applications  
2004+)

AE AG AL AM AT AU AZ BA BB BG BR BW BY BZ CA CH CN CO CR CU CZ DE  
DK DM

DZ EC EE EG ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ  
LC

LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NA NI NO NZ OM PG PH  
PL PT RO

RU SC SD SE SG SK SL SY TJ TM TN TR TT TZ UA UG US UZ VC VN YU ZA  
ZM ZW

(EP) AT BE BG CH CY CZ DE DK EE ES FI FR GB GR HU IE IT LU MC NL PL  
PT RO

SE SI SK TR

(OA) BF BJ CF CG CI CM GA GN GQ GW ML MR NE SN TD TG

(AP) BW GH GM KE LS MW MZ NA SD SL SZ TZ UG ZM ZW

(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English

Fulltext Word Count: 68169

Fulltext Availability:

Detailed Description

Detailed Description

... worker, this allows the user to have an accurate cost relationship  
between the job and worker cost . The payroll tax gives the user the  
ability to assign tax by each individual state that allows them to  
associate the tax for the state...

...the work type. This easy to use function allows the user to have a  
better knowledge of the overhead cost for the worker .

19/3,K/10 (Item 10 from file: 349)

DIALOG(R)File 349:PCT FULLTEXT

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00816854 \*\*Image available\*\*

METHOD AND SYSTEM FOR REMOTELY MANAGING BUSINESS  
AND EMPLOYEE

ADMINISTRATION FUNCTIONS  
PROCEDE ET SYSTEME DESTINES A GERER A DISTANCE DES  
ENTREPRISES ET DES

FONCTIONS D'ADMINISTRATION DES EMPLOYES

Patent Applicant/Assignee:

EMPLOYEE MATTERS INC, 9A Riverbend Drive South, Stamford, CT 06907,  
US, US

(Residence), US (Nationality), (For all designated states except: US)

Patent Applicant/Inventor:

COOPERSTONE Elliot, 9A Riverbend Drive South, Stamford, CT 06904, US,  
US

(Residence), US (Nationality), (Designated only for: US)

PHAM H Thach, 9A Riverbend Drive South, Stamford, CT 06904, US, US

(Residence), GB (Nationality), (Designated only for: US)

Legal Representative:

HALL David A (et al) (agent), Heller Ehrman White & McAuliffe LLP, Suite  
700, 4250 Executive Square, La Jolla, CA 92037, US,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200150395 A2-A3 20010712 (WO 0150395)

Application: WO 2001US268 20010104 (PCT/WO US0100268)

Priority Application: US 2000174480 20000104

Parent Application/Grant:

Related by Continuation to: US 2000174480 20000104 (CON)

Designated States:

(Protection type is "patent" unless otherwise stated - for applications prior to  
2004)

AE AG AM AT AU AZ BA BB BG BR BY BZ CA CH CN CR CU CZ DE DK DM DZ  
EE ES

FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT  
LU

LV MA MD MG MK MN MW MX MZ NO NZ PL PT RO RU SD SE SG SI SK SL  
TJ TM TR

TT TZ UA UG US UZ VN YU ZA ZW

(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE TR

(OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG

(AP) GH GM KE LS MW MZ SD SL SZ TZ UG ZW

(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English

Fulltext Word Count: 15511

Fulltext Availability:

Detailed Description

## Claims

### Claim

... events may also comprise the following triggering data: information about the client's business, employees, suppliers, governmental regulations, client's financial standing, childbirth, hirings, firings, policy changes, and other such events. The life event triggering data may be provided by the client...

...the products 59, 55-57 of the subscribed-to benefits package, possibly alerting the user/ employee to any outstanding HR functions that need to be performed. Aside from tasks being performed automatically through the life events, the user/ employee may request that a specific task 86 ( Figure 5) be performed or allowed to be performed manually. Such tasks 86 ( Figure 5) may include running of the payroll, editing company messages displayed by the interface 68, and editing the company's calendar. For example, if an employee is terminated, the employer provides this updated information to the integration facility 52. The system 10 ...appropriate COBRA coverage will be issued; and investment programs (retirement, 401K, profit sharing) will issue change requests, and so on. At each step, the employer or employee will be asked to enter certain information to effect these changes and to ensure that these changes are made smoothly. The system will prompt the employer to

enter certain information and suggest additional actions that might be desired, such as establishing outplacement services, arranging for deletion of the employee from certain company benefits or promotions, etc. In another example, if the employee notifies the system that he/she has had a new baby, by providing this information to the integration facility 52, the system 10 will prompt the employee to consider changes to the insurance coverage, withholding of taxes, and changes to investment, retirement, 401K, profit sharing plans provided by the benefits package purchased by the employer. The system 10 may actually guide the employee through these changes and effect them as requested. As time passes, the system will be able to prompt the employee to consider additional options or actions based upon the changing nature of his/her situation. However, should either an employee or an employer decide not to pursue any of the actions suggested by the system...

...action is performed. Where an interface screen is presented to the user who is the employee, as shown in Figure 6, the integration facility 52 ( Figure 3), interactively and by anticipating certain life events, provides individualized advice and guidance information 94 to each employee of the subscribing client. The provided advice and guidance 94 is based upon the total information about the employer and the employee maintained in the shared data database 52. Furthermore, a menu of

available tasks 96 that may be taken by the employee is presented or suggest.

#### Regulations

The system 10 ( Figure 3) will make an online company handbook 95 available to the employees . Where the company employs workers in more than one state, the online company handbook 95 is individualized and the employee who is a resident of state "A" is shown laws and regulations pertaining to state "A" and the employee who is a resident of state "B" is shown laws and regulations pertaining to state "B". Additionally, some third party benefit providers do not service all states. Therefore, substitute products 55-57 ( Figure 3) will be supplied in such cases. A customer assistance hotline will also be provided to help employees with their questions. Where the employee question concerns a third party product 55-57 ( Figure 3) the call may be switched to the customer assistance hotline of that provider, or the employee may be given the number to call.

#### The Integration Facility

The integration facility 52 ( Figure 3) receives all inquiries 96 coming from the employees , life events generated by events in customers' lives or reached according to the calendar, e...

...a pay day, whereby paychecks must be issued one day earlier. The integration facility 52 ( Figure 3) initiates a security lookup to determine whether the particular customer is entitled to a particular requested or life event-initiated action. If the determination is positive, the integration facility 52 ( Figure 3) originates action requests to the rest of the system 10 and to the third...

19/3,K/17 (Item 17 from file: 349)  
DIALOG(R)File 349:PCT FULLTEXT  
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00730948 \*\*Image available\*\*

SYSTEM AND METHOD AND ARTICLES OF MANUFACTURE FOR  
AUTOMATED ADVISORY

DECISION AND CONTROL SERVICES USING DECISION SYSTEMS  
WITH MODEL LICENSE PROTECTION  
SYSTEME, PROCEDE ET ARTICLES MANUFACTURES POUR  
DECISION CONSULTATIVE

INFORMATISEE ET SERVICES DE SURVEILLANCE FAISANT APPEL  
A DES SYSTEMES

DE DECISION AVEC PROTECTION DE LICENCE ET DE MODELE

Patent Applicant/Assignee:

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Woburn, MA 01801, US, US (Residence), US (Nationality), (For all  
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(Residence), CA (Nationality), (Designated only for: US)

Legal Representative:

GORDON Peter J (agent), Wolf, Greenfield & Sacks, P.C., 600 Atlantic Avenue, Boston, MA 02210, US,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200043935 A2 20000727 (WO 0043935)

Application: WO 2000US335 20000107 (PCT/WO US0000335)

Priority Application: CA 2258383 19990108

Designated States:

(Protection type is "patent" unless otherwise stated - for applications prior to 2004)

AE AL AM AT AU AZ BA BB BG BR BY CA CH CN CR CU CZ DE DK DM EE ES FI GB

GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA

MD MG MK MN MW MX NO NZ PL PT RO RU SD SE SG SI SK SL TJ TM TR TT TZ UA

UG US UZ VN YU ZA ZW

(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE

(OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG

(AP) GH GM KE LS MW SD SL SZ TZ UG ZW

(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English

Fulltext Word Count: 39131

Fulltext Availability:

Detailed Description

Claims

Claim

... of values and meta-data is made visible on said graphical display by a screen update procedure; 127 A disaggregated model as in 122



wherein

input of at least one output signal 97

causes said model...input signal thereby determining at least one  
modification in the numeric data content of said model ;

SUBSTITUTE SHEET (RULE 26)

- 89 151. A decision support machine as in 133 wherein said raw...133

wherein input means for said at least

one aggregate model causes decryption of said model data structure ;

SUBSTITUTE SHEET (RULE 26)

J6

20

RAGE

24

I PROCESSOR I

F- f I - I

PUT I OUTPUT...

< removed unnecessary information >

1912 ANALYST ASSISTANCE,

IDENTIFICATION OF PRIMARY

IV, PROJECT DETAILING PROJECT REQUIREMENTS -1914

PERFORMANCE ANALYSIS & ANALYST ASSISTANCE IN

FOLLOW-UP PROCEDURE2 PROJECT DETAILING !.j

AGGREGATE VENDOR 915

PERFORMANCE & PROJECT

MONITORING MODEL

FIG. 25

SUBSTITUTE SHEET (RULE 26)

1952 195@1 1 9

STEP STEPS CLIENT CLIENT

INDICATED IN CUSTOMIZED AGGREGATE

FOR WENT PROCESS PROCESS MODEL

195J PROCEDURES

SELECTED AUTOMATED

WENT

DATA PROCESS

1954 I LINK 1 945 7

IN ATION...

19/3,K/18 (Item 18 from file: 349)

DIALOG(R) File 349: PCT FULLTEXT

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00372469 \*\*Image available\*\*

METHOD AND APPARATUS FOR IDENTIFYING AND OBTAINING  
BOTTLENECK COST

INFORMATION  
PROCEDE ET APPAREIL POUR IDENTIFIER ET OBTENIR UNE  
INFORMATION CONCERNANT LE COUT D'UN GOULOT  
D'ETRANGLEMENT

Patent Applicant/Assignee:

APPLIED BIONOMICS INC,

Inventor(s):

ROTHSCHILD Michael L,

SHWERT Mark H,

Patent and Priority Information (Country, Number, Date):

Patent: WO 9713211 A1 19970410

Application: WO 96US15976 19961004 (PCT/WO US9615976)

Priority Application: US 95539608 19951005

Designated States:

(Protection type is "patent" unless otherwise stated - for applications  
prior to 2004)

AU BR CN JP MX SG AT BE CH DE DK ES FI FR GB GR IE IT LU MC NL PT SE

Publication Language: English

Fulltext Word Count: 9850

Fulltext Availability:

Detailed Description

Claims

Claim

... a number of  
workers responsible for a particular process step. In the present  
embodiment, 7 workers would be assigned to a particular work cell  
team. More or less workers could also be assigned to a particular  
work cell is obtained and transferred on network 1 1 to central...

...a freeway, or the rate limiting step in a chemical  
reaction, the manufacturing bottleneck step determines the rate at  
which a product type, or all products together in the case of...local  
processing devices 20 and 23.  
Bottleneck costing data, along with other cycle time data,  
calculated from work cell time and quantity data, is output on bus 1 1  
to local...

...devices, bar code scanners and displays coupled to bus  
In an embodiment, the present invention calculates the cost of  
manufacturing a product (apart from raw material cost ) by using a  
Bottleneck Time Charge ("BTC"). The Bottleneck Time Charge  
reflects the actual cost of manufacturing by absorbing the expenses  
of the manufacturing plant over the production time in the plant's  
bottleneck, which determines the effective capacity of the plant.  
Bottleneck Time Charge is defined as:  
$$BTC = \text{Operating Expenses} / \text{Bottleneck Processing Time}$$

(Equ. 1)

In the present embodiment, Operating Expenses are the total 5 expenses of the plant, including payroll and depreciation, but excluding raw materials. Bottleneck Processing Time is determined for the factory's bottleneck by adding the processing times, as described below in Equations 13 or 14, in the factory's bottleneck process step for all workorder/lots processed. Thus, in order to determine a bottleneck time charge ("BTC"), the factory's bottleneck process step must be determined. When this Bottleneck Time Charge ("BTC") is multiplied by a particular stocknumber workorder/lot bottleneck time or the time required for a particular stocknumber to complete the process step identified as the bottleneck, described below in Equations 22, 23 and 24 the stocknumber bottleneck cost C'BCS,") per unit for that product...

~ ~ Bibliographic NPL files

18/ 3,K/ 6 (Item 3 from file: 35)  
DIALOG(R)File 35:Dissertation Abs Online  
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01449699 ORDER NO: AADAA-19541901  
UNIONISM AND ALLOCATIVE EFFICIENCY IN THE MOTOR CARRIER  
INDUSTRY

Author: DODGE, ERIC RAY

Degree: PH.D.

Year: 1995

Corporate Source/Institution: UNIVERSITY OF OREGON (0171)

Source: VOLUME 56/08-A OF DISSERTATION ABSTRACTS  
INTERNATIONAL.

PAGE 3248. 128 PAGES

In this dissertation, I examine the determinants of unionism and the potential for allocatively inefficient behavior in the motor carrier industry. While there are many studies that examine why an individual worker may choose union services, to my knowledge there are no empirical studies that examine why some firms are targets of union organization...

...to organize and how firms may behave strategically to deter unionization. I first develop a model of union behavior that explains whether a union organizes a firm or not and apply the model to the trucking industry. I find evidence that wage premiums positively and employment levels negatively influence unionization. The dependence of union...

...firms to strategically deter unionization and forms the second theme of the dissertation. Theoretically, the decreased threat of unionization

causes the nonunion firm to perceive an additional savings to hiring more labor. This induces the firm to hire more workers than it would otherwise. Most studies of unions and their efficiency focus on the ex...

...by the union presence has been theoretically explored but not empirically examined. I use a model that allows input choices to depart from the usual optimization levels, encompassing both of these effects. I estimate a non-minimum shadow cost function, and find that both union and nonunion firms hire inputs that differ from traditional cost-minimizing amounts. These results are consistent with the hypothesis that the union influences both the...

...the input mix of the nonunion firm. Both effects create allocative inefficiency and induce higher costs. Calculation of the percentage by which shadow cost exceeds minimum cost range between 20 and 50% for both union and nonunion firms.

CHONG

18/3/K/9 (Item 1 from file: 99)  
DIALOG(R)File 99:Wilson Appl. Sci & Tech Abs  
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1274591 H.W. WILSON RECORD NUMBER: BAST95070404  
Designing interfaces for the organization  
Curtis, Bill;  
IEEE Software v. 12 (Nov. '95) p. 99-100  
DOCUMENT TYPE: Feature Article ISSN: 0740-7459

...ABSTRACT: used in 2 scenarios was examined. In the first scenario, a project plan and a cost estimate had to be developed for a client. The software process automation toolset repositories contained representations...

...standard development processes, data on their performance on similar projects, project plans, existing product artifacts, staff assignments, and a toolset that allowed a plan to be developed from these resources. In the...

...system. The toolset could be used to look at the system components affected by the changes. In general, organizational interfaces would need explicit coordination among individuals, groups, and managers.

CHONG

18/3/K/14 (Item 5 from file: 6)  
DIALOG(R)File 6:NTIS

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1358397 NTIS Accession Number: AD-A188 555/7

ALEC (Aggregate Lifecycle Effectiveness and Cost): A Model for  
Analyzing  
the Cost-Effectiveness of Air Force Enlisted Personnel Policies.  
Volume 2.

Documentation and User's Guide

(Interim rept)

Rydell, C. P.

RAND Corp., Santa Monica, CA.

Corp. Source Codes: 017909000; 296600

Report No.: RAND/N-2629-2-AF

Aug 87 146p

Languages: English

Journal Announcement: GRAI8811

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customers); (703)605-6000 (other countries); fax at (703)321-8547; and  
email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road,  
Springfield, VA, 22161, USA.

NTIS Prices: PC A07/MF A01

...reenlistment bonuses designed to increase the number of persons making  
the Air Force a career, retraining programs that transfer personnel  
from one specialty to another, and the early-release program. This volume  
presents the microcomputer model that estimates the cost  
effectiveness of management actions for a given part of the enlisted force.

Model users can evaluate complex combinations of actions and examine  
specific parts of the enlisted force.

18/3,K/15 (Item 6 from file: 6)

DIALOG(R)File 6:NTIS

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1343508 NTIS Accession Number: DE88000579

ADP (Automated Data Processing) Cost Estimating Heuristics

Sadowe, A. R. ; Arrowood, L. F. ; Jones, K. A. ; Emrich, M. L. ; Watson, B.  
D.

Oak Ridge National Lab., TN.

Corp. Source Codes: 021310000; 4832000

Sponsor: Department of Energy, Washington, DC.

Report No.: CONF-8710160-1

11 Sep 87 5p

Languages: English Document Type: Conference proceeding

Journal Announcement: GRAI8805; NSA1300

Southeast meeting of the Institute of Management Sciences, Myrtle Beach,  
SC, USA, 8 Oct 1987.

Paper copy only, copy does not permit microfiche production. Order this product from NTIS by: phone at 1-800-553-NTIS (U.S. customers); (703)605-6000 (other countries); fax at (703)321-8547; and email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road, Springfield, VA, 22161, USA.

NTIS Prices: PC A02

... the many years of experience required to make accurate decisions regarding time, cost, equipment, and personnel needs. The potential departure of expertise resulted in the development of a system to capture organizational expertise. The prototype allows inexperienced project leaders to interactively generate cost estimates . 5 refs. (ERA citation 13:002726)

CHONG

18/3,K/17 (Item 8 from file: 6)

DIALOG(R)File 6:NTIS

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0573507 NTIS Accession Number: HRP-0009751/9/XAB

Model for Determining Turnover Costs

Dane, J. H.

Pittsburgh Univ., Pa. Univ. Science Center.

16 May 72 5p

Document Type: Journal article

Journal Announcement: GRAI7623

Pub. in Hospitals, Jnl. of the American Hospital Association v46 p65-69

16 May 72.

NTIS Prices: Not available NTIS

... per hospital department or job classification. The model development study identified each step in the replacement process for each of six groups of hospital workers: registered nurse, licensed practical nurse, nursing aide, dietary worker, housekeeper, and custodian. Shortcomings of other methods (i.e., averaging costs and not identifying costly steps in the employment procedure) are overcome by assigning departmental costs to each step of the employment process for 'equivalent' weighted hires. In the hospital studied...

...recommendations are offered: (1) that hospitals develop a data system to provide management with continual employee cost and turnover statistics; (2) that management contact former employees who are short-term departures and request that they consider reemployment, in an attempt to gain a savings over the cost of training newly hired personnel ; (3) that the hospital take steps to ensure a healthy working environment and to identify sources of employee dissatisfaction; and

(4) that the responsibility for educating nursing aides be shifted from hospitals to educational institutions. Supporting data are included.

18/3,K/18 (Item 9 from file: 6)  
DIALOG(R)File 6:NTIS  
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0391482 NTIS Accession Number: AD-763 476/XAB

User's Guide to the Naval Aircraft Rework Facilities Workload  
Planning  
and Budgeting Model

Birch, J. B. ; Spruill, N. L.

Center for Naval Analyses Arlington Va Inst of Naval Studies

Corp. Source Codes: 403542

Report No.: INS-RESEARCH CONTRIB-212

Jan 73 147p

Journal Announcement: GRAI7317

Order this product from NTIS by: phone at 1-800-553-NTIS (U.S. customers); (703)605-6000 (other countries); fax at (703)321-8547; and email at [orders@ntis.fedworld.gov](mailto:orders@ntis.fedworld.gov). NTIS is located at 5285 Port Royal Road, Springfield, VA, 22161, USA.

NTIS Prices: PC A07/MF A01

The Navy's Aeronautical Depot Maintenance Program, at an annual cost of over \$600 million, includes the rework of aircraft, engines and components performed at seven Naval Aircraft Rework Facilities, commercial sources, and the rework facilities of the other services. The model produces detailed production plans and budgets for the entire depot maintenance program. Using the method of linear programming, the model determines

minimum cost workload assignments which satisfy all depot maintenance

requirements. Several physical and manpower capacity measures are used to

insure that plans are within the production capabilities of each rework facility. The model allows for multiple shift operations, changes in the size and distribution of the work force, and the assignment of work to non-Navy facilities. (Author)

CHONG

18/3,K/19 (Item 10 from file: 6)  
DIALOG(R)File 6:NTIS  
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0367622 NTIS Accession Number: AD-755 462/XAB

Naval Aircraft Rework Facility Study - An Applied Model for

## Workload

### Planning and Budgeting

Lloyd, R. M. ; Hausler, C. O. ; Askin, K. ; Birch, J. ; Halford, R.

Center for Naval Analyses Arlington Va Inst of Naval Studies

Corp. Source Codes: 403542

Report No.: INS-STUDY-38

Jun 72 169p

Journal Announcement: GRAI7307

Order this product from NTIS by: phone at 1-800-553-NTIS (U.S. customers); (703)605-6000 (other countries); fax at (703)321-8547; and email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road, Springfield, VA, 22161, USA.

NTIS Prices: PC A08/MF A01

The report documents a five-year planning model which produces detailed production plans and budgets for the entire Navy's Aeronautical Depot Maintenance Program. Using the method of linear programming, the model

determines minimum cost workload assignments which satisfy all depot

maintenance requirements. Several physical and manpower capacity measures

are used to ensure that plans are within the production capabilities of each rework facility. The model allows for multiple shift operations, changes in the size and distribution of the work force, and the assignment of work to non-Navy facilities. A production plan and budget for FY-1974 and various sensitivity analyses are presented to illustrate the models' uses. (Author)

18/3,K/20 (Item 1 from file: 8)

DIALOG(R)File 8:EI Compendex(R)

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0015024266 E.I. COMPENDEX No: 2002076863838

How "overstaffing" at bottleneck machines can unleash extra capacity

Kotcher, Robert C.

Corresp. Author/Affil: Kotcher, R.C.: Headway Technologies, A TDK Group Company, 497 South Hillview Dr., Milpitas, CA 95035, United States

Editor(s): Peters, B.A.; Smith, J.S.; Medeiros, D.J.; Rohrer, M.W.

Conference Title: Proceedings of the 2001 Winter Simulation Conference

Conference Location: Arlington, VA United States Conference Date:

20011209-20011212

E.I. Conference No.: 58995

Winter Simulation Conference Proceedings ( Winter Simul Conf Proc ) ( United States) 2001, IEEE 01CH37304, 2/- (1163-1169)

Publication Date: 20011201



Publisher: Institute of Electrical and Electronics Engineers Inc.  
CODEN: WSCPD ISSN: 0275-0708  
Document Type: Conference Paper; Conference Proceeding Record Type: Abstract

Treatment: T; (Theoretical)

Language: English Summary Language: English

Number of References: 4

...time away from the equipment tending to other demands of their jobs. A method of estimating the cost of this operator-induced throughput loss is described. The result shows how extremely profitable the hiring of extra operators is in such situations. A means of estimating the most profitable level of staffing is also described, along with several alternative solutions for reducing operator absences.

CHONG

18/3/K/22 (Item 3 from file: 8)

DIALOG(R) File 8: Ei Compendex(R)

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0011909347 E.I. COMPENDEX No: 1986110176152

GRAPHICAL MODELS FOR MANPOWER PLANNING.

Hall, Randolph W.

Corresp. Author/Affil: Hall, Randolph W.: Univ of California, Berkeley, CA., USA, Univ of California, Berkeley, CA, USA

International Journal of Production Research ( Int J Prod Res ) 1986, 24/5 (1267-1282)

Publication Date: 19860101

CODEN: IJPRB ISSN: 0020-7543

Document Type: Article; Journal Record Type: Abstract

Treatment: G; (General review); T; (Theoretical)

Language: English Summary Language: English

Number of References: 10

...force size and hiring/firing plan are found by plotting a labour requirement curve and calculating the change in cost due to infinitesimal changes in work - force size. Simple optimality criteria are derived by determining when the change in cost equals zero. Based on the model's assumptions, the following planning principles are identified : over-time and under-time should only be used during periods when the work - force size is not changing ; if work - force size is kept constant, the proportion of time in which over-time is used should...

...P is the ratio of the over-time wage rate to the standard wage rate; cost changes gradually when the work - force size is either made larger or smaller than the optimum.

CHONG

18/3,K/29 (Item 1 from file: 7)  
DIALOG(R)File 7:Social SciSearch(R)  
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03956341 Genuine Article#: 723PE No. References: 18

Title: The costs of hiring and separations

Author(s): Abowd JM (REPRINT); Kramarz F

Corporate Source: Cornell Univ,US Bur Census, CREST,  
NBER,Ithaca//NY/14853

(REPRINT); Cornell Univ,US Bur Census, CREST, NBER,Ithaca//NY/14853  
Journal: LABOUR ECONOMICS, 2003, V10, N5 (OCT), P499-530

Publisher: ELSEVIER SCIENCE BV, PO BOX 211, 1000 AE AMSTERDAM,  
NETHERLANDS

ISSN: 0927-5371

Language: English Document Type: Article  
(ABSTRACT AVAILABLE)

Abstract: In this article, we use the structure of French labor law and the data from three linked sources to estimate the costs of hiring, separation and retirement of employees for a representative sample of French establishments matched with a representative sample of their employees. The estimates are computed using data from the Wage Structure Survey (ESS), the Workforce Movement Questionnaire (DMMO), and the Occupational Structure Survey (ESE). We show that the estimated separation costs are increasing and mildly concave functions of the number of exits and include a very large fixed component. Estimated hiring costs are much lower and those associated with short-term contracts are effectively zero. Profit maximizing French firms should adjust employment primarily through hiring changes. (C) 2003 Elsevier Science B.V All rights reserved.

18/3,K/33 (Item 5 from file: 7)  
DIALOG(R)File 7:Social SciSearch(R)  
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03355795 Genuine Article#: 218YX No. References: 49

Title: Job rotation: Cost, benefits, and stylized facts

Author(s): Cosgel MM (REPRINT); Miceli TJ

Corporate Source: UNIV CONNECTICUT,DEPT ECON, 341 MANSFIELD  
RD/STORRS//CT/06269 (REPRINT)

Journal: JOURNAL OF INSTITUTIONAL AND THEORETICAL ECONOMICS-  
ZEITSCHRIFT FÜR

DIE GESAMTE STAATSWISSENSCHAFT, 1999, V155, N2 (JUN), P301-320  
Publisher: J C B MOHR, POSTFACH 2040, W-7400 TUBINGEN, GERMANY

ISSN: 0932-4569  
Language: English Document Type: Article  
(ABSTRACT AVAILABLE)

**Abstract:** A fundamental principle of economics is that specialization and the division of labor increase the productivity of workers by allowing them to concentrate on narrowly defined tasks. However, not all firms appear to promote a high degree of specialization, but instead rotate workers among several tasks. This paper develops a simple model of work organization to identify the cost and benefits of job rotation and to determine the factors that affect a firm's choice between rotation and specialization. It then uses the model to explain some stylized facts regarding firms and organizations that employ or have historically employed...

CHONG  
18/3,K/34 (Item 6 from file: 7)  
DIALOG(R)File 7:Social SciSearch(R)  
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02750338 Genuine Article#: QX267 No. References: 27  
Title: SEARCH AND THE EFFICIENT ASSIGNMENT OF WORKERS TO JOBS  
Author(s): SATTINGER M  
Corporate Source: SUNY ALBANY/ALBANY//NY/12222  
Journal: INTERNATIONAL ECONOMIC REVIEW, 1995, V36, N2 (MAY), P283-302  
ISSN: 0020-6598  
Language: ENGLISH Document Type: ARTICLE  
(Abstract Available)

**Abstract:** In a model in which different types of workers form matches with different types of employers, a method of calculating opportunity costs of workers and jobs is derived. These are shown to differ systematically from the reservation wages and profits used by workers and employers to determine whether matches should be formed. Ex ante differences among workers and among jobs then generate externalities in the labor market, resulting in inefficient assignments of workers to jobs and multiple equilibria. Intervention in the labor market, by altering the assignment, can increase aggregate output but may cause regressive redistributions.

~ ~ Full text NPL files - 1

23/3,K/2  
DIALOG(R)File 20:Dialog Global Reporter

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29319173

Business

SECTION TITLE: Week In Review

BUDAPEST BUSINESS JOURNAL

May 26, 2003

JOURNAL CODE: WBBJ LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 728

... pi>5.1 million, will be effective as of May 31. Magyar Suzuki Rt will hire more workers , up the number of shifts and start using more Hungarian components, said its owner, Suzuki...

23/ 3,K/ 4

DIALOG(R)File 20:Dialog Global Reporter

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27328237

Revolving Door To The Corner Office

FINANCIAL EXPRESS

January 31, 2003

JOURNAL CODE: WFEX LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 2101

... to design revenue models for the business." Says Mr.Vaidya of the Godrej group : " The transition from the role of an HR professional to CEO at Godrej Agrovet would now imply evolving a new vision and creating...

23/ 3,K/ 5

DIALOG(R)File 20:Dialog Global Reporter

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09143810 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Shift in work practices Wiring up India Inc

BUSINESS LINE

January 17, 2000

JOURNAL CODE: FBLN LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 861

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... want to see the same people over and over. The firm estimates the costs of hiring and replacing a knowledge employee at 150 per cent

of the employee's annual salary. Retention therefore makes eminent business...

~ ~ Full text NPL files - 2

19/3,K/8 (Item 1 from file: 610)  
DIALOG(R)File 610:Business Wire  
(c) 2009 Business Wire. All rts. reserv.

00934513 20030722203B4047 (USE FORMAT 7 FOR FULLTEXT)  
Spherion Survey Reveals Demanding, Self-Reliant Workforce Ready to Walk Out  
Despite Sluggish Economy and Continuing Unemployment-Even Prolonged  
Economic Downturn Does Not Dampen Worker Desire  
Business Wire  
Tuesday, July 22, 2003 09:15 EDT  
JOURNAL CODE: BW LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT  
DOCUMENT TYPE: NEWSWIRE  
WORD COUNT: 1,359

TEXT:

...jobs as soon as opportunities arise. As a result, organizations could be saddled with turnover costs estimated at \$50,000 per departing employee or as much as \$590 billion in a two-year period.

19/3,K/17 (Item 10 from file: 610)  
DIALOG(R)File 610:Business Wire  
(c) 2009 Business Wire. All rts. reserv.

00350994 20000825238B6448 (USE FORMAT 7 FOR FULLTEXT)  
Labor Day Survey Uncovers Myths About Keeping Great Employees;  
DDI Research  
Shows Many Companies Still Don't See the Real Problems With Retaining  
Employees  
Business Wire  
Friday, August 25, 2000 11:02 EDT  
JOURNAL CODE: BW LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT  
DOCUMENT TYPE: NEWSWIRE  
WORD COUNT: 1,266

...job sharing, rotational assignments and telecommuting.

Myth No. 8: It doesn't cost much to hire a replacement

Fact: Although HR professionals estimated the average cost of replacing a manager at \$30,000, the U.S. Department of Labor estimates that the base cost of replacing a worker is 30 percent of that person's annual earnings.  
Looking more broadly at all the...

CHONG

19/3,K/19 (Item 12 from file: 610)

DIALOG(R)File 610:Business Wire

(c) 2009 Business Wire. All rts. reserv.

00209106 20000306066B5386 (USE FORMAT 7 FOR FULLTEXT)

Knowledge Workers Introduces Cost -to- Hire Estimator  
Business Wire

Monday, March 6, 2000 14:15 EST

JOURNAL CODE: BW LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT

DOCUMENT TYPE: NEWSWIRE

WORD COUNT: 384

Knowledge Workers Introduces Cost -to- Hire Estimator

19/3,K/24 (Item 3 from file: 613)

DIALOG(R)File 613:PR Newswire

(c) 2009 PR Newswire Association Inc. All rts. reserv.

00698925 20020109MNMW001 (USE FORMAT 7 FOR FULLTEXT)

Employers Assoc.: Tests to Help Companies; Reduce Turnover  
PR Newswire

Wednesday, January 9, 2002 09:01 EST

JOURNAL CODE: PR LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT

DOCUMENT TYPE: NEWSWIRE

WORD COUNT: 448

TEXT:

A new testing system to assist manufacturing firms in hiring production workers who will be more productive on the job has been introduced by Employers Association (EA...

...employersinc.com/consult/maps.html

"We believe companies using MAPS as part of a thorough employee selection program will see their hiring results improve and substantially reduce costs related to poor employee selection," said Joe Spartz, the EA senior

manager who oversaw the test development process. "The...

...Minn.,

its largest manufacturing plant. "Our main motivations for using the MAPS instrument are to decrease employee turnover and the resulting high costs of finding and training new employees and to increase the quality of new

hires which will lead to greater worker productivity," said Dave Mentz, Medtronic's human resources director.

19/3,K/41 (Item 3 from file: 813)

DIALOG(R)File 813:PR Newswire

(c) 1999 PR Newswire Association Inc. All rts. reserv.

1291976

CGM003

Employee Commitment Declining: New Study by Aon Consulting  
Reveals Warning

Signs for American Business

DATE: June 15, 1998 07:00 EDT WORD COUNT: 1,264

...will leave for a pay raise of 20 percent or less. According to Stum, the cost of finding, hiring, and training a new employee is now equal to nearly 6 months of the position's annual salary -- and the...

~~ Full text NPL files - 3

17/3,K/6 (Item 6 from file: 996)

DIALOG(R)File 996:Newsroom 2000-2003

(c) 2008 Dialog. All rts. reserv.

0247013963 15FG0FNA

Retaining workers becomes challenge

Sheila McGovern

Vancouver Sun (CANADA), FINAL ed, pE19

Saturday, April 21, 2001

JOURNAL CODE: ADVT LANGUAGE: ENGLISH RECORD TYPE: Fulltext

DOCUMENT TYPE: Newspaper SECTION HEADING: Careers ISSN: 0839-4849

WORD COUNT: 628

...is about 46 per cent of the person's salary, while replacing a non-management employee costs about 29 per cent.

Replacing an employee means advertising, assigning people to interview applicants...

17/3,K/14 (Item 5 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2009 ProQuest Info&Learning. All rts. reserv.

00649451 92-64391  
What Does the Glass Ceiling Cost You?  
Stuart, Peggy  
Personnel Journal v71n11 PP: 70-80 Nov 1992  
ISSN: 0031-5745 JRNLCODE: PEJ  
WORD COUNT: 6407

...ABSTRACT: are often either absent or negative. However, women who have been recipients of successful mentoring relationships report an increase of nearly 94% in their professional effectiveness as a direct result of mentoring. It is estimated that replacement costs total 93% of the departing employee's annual salary, and one will end up training a new employee, while the training...

17/3,K/15 (Item 6 from file: 15)  
DIALOG(R)File 15:ABI/Inform(R)  
(c) 2009 ProQuest Info&Learning. All rts. reserv.

00616849 92-31951  
Are Older Workers "Good Buys"? - A Case Study of Days Inns of America  
McNaught, William; Barth, Michael C.  
Sloan Management Review v33n3 PP: 53-63 Spring 1992  
ISSN: 0019-848X JRNLCODE: SMZ  
WORD COUNT: 7466

#### WAGE COSTS

In developing labor cost estimates, we have chosen to increase the wage rates for younger workers to reflect market conditions. The use of the wage data in Table 3 is not appropriate because Days Inns could not hire sufficient numbers of younger workers in the Atlanta market at that wage level. Therefore, for purposes of this analysis, we...

...hour, the usual wage for new workers in local fast food franchises. The entire wage structure for all younger workers then increases proportionally. We have not assumed any corresponding increase in the wage for older workers and...



CHONG

17/3,K/16 (Item 7 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

(c) 2009 ProQuest Info&Learning. All rts. reserv.

00209281 83-20842

An Aggregate Production Planning Model Incorporating Dynamic Productivity:

Part I. Model Development

Khoshnevis, Behrokh; Wolfe, Philip M.

IIE Transactions v15n2 PP: 111-118 Jun 1983

ISSN: 0569-5554 JRNLCODE: AIE

...ABSTRACT: all aggregate planning models utilize a constant productivity factor throughout the planning horizon. The 2 models that do allow for changing productivity factors have limitations and unrealistic assumptions. This review incorporates into an aggregate planning model...

...change to be covered, 2. measuring the effect of each type of change on crew assignments and developing an "index of new manpower," 3. translating the index into an equivalent task turnover ratio, and 4. using the ratio and the methods based on the study of the cost effect of design changes to estimate the cost of the workforce changes. Considerable complexity has been introduced because of the dynamic nature of the productivity factor; a...

17/3,K/18 (Item 1 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

(c) 2009 Gale/Cengage. All rts. reserv.

11410565 SUPPLIER NUMBER: 56212887 (USE FORMAT 7 OR 9 FOR FULL TEXT)

A general procedure for incorporating asset utilization decisions into replacement analysis.

Hartman, Joseph C.

Engineering Economist, 44, 3, 217(2)

Fall, 1999

ISSN: 0013-791X LANGUAGE: English RECORD TYPE: Fulltext;

Abstract

WORD COUNT: 6459 LINE COUNT: 00545

... costs, such as labor, may allow the evaluation of different operating alternatives (paying overtime or hiring part-time employees). This model gives flexibility in these evaluations because it merely requires the estimation of cost versus utilization curves. Although the estimation may not be trivial, the solution provides the fleet...

~ ~ Full text NPL files - 4

29/3,K/1 (Item 1 from file: 275)  
DIALOG(R) File 275: Gale Group Computer DB(TM)  
(c) 2009 Gale/Cengage. All rts. reserv.

02222872 SUPPLIER NUMBER: 21171789 (USE FORMAT 7 OR 9 FOR  
FULL TEXT)  
Home truths about that skills shortage.(employment decline at data  
centers)  
(Industry Trend or Event)  
Kavanagh, John  
Computer Weekly, p60(1)  
Sept 17, 1998  
ISSN: 0010-4787 LANGUAGE: English RECORD TYPE: Fulltext  
WORD COUNT: 468 LINE COUNT: 00037

TEXT:

...surveys showing 50,000 vacancies. "There are small pockets of  
shortages in some fields," he adds, "and if you extrapolate current  
skills trends you do see an apparent fast-growing demand for people. This  
is because employers...

...notably the City of London and Scotland. But the problem could be solved  
if companies retrained IT staff being made redundant in other fields.  
"The consistent message from companies is that the answer is to buy in  
more  
contract staff," he says. This is reflected in the Compass finding that  
while permanent staff costs are falling slightly from year to year,  
contractor costs have grown by 24% and then...

29/3,K/2 (Item 2 from file: 275)  
DIALOG(R) File 275: Gale Group Computer DB(TM)  
(c) 2009 Gale/Cengage. All rts. reserv.

01586491 SUPPLIER NUMBER: 13376250 (USE FORMAT 7 OR 9 FOR  
FULL TEXT)  
Restructuring middle management. (excerpt from Managing for the  
Future: The  
1990s and Beyond; part 4)  
Drucker, Peter F.  
Modern Office Technology, v38, n1, p8(2)  
Jan, 1993  
ISSN: 0746-3839 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT;  
ABSTRACT  
WORD COUNT: 1353 LINE COUNT: 00104

...ABSTRACT: decades, management trends ran toward multiple layers, but the trend is reversing and changes in personnel and promotion policies have to be made. Business needs to reexamine its view and expectations of management at a time when confidence in management groups is not high.

Distribution channels are also changing rapidly and executives must go outside their offices to ascertain shifting marketplaces and customer demographics. Businesses cutting staff to reduce costs are finding the measure inefficient because they do not restructure the work itself. Cost limits should be...

29/ 3,K/ 3 (Item 3 from file: 275)

DIALOG(R)File 275:Gale Group Computer DB(TM)

(c) 2009 Gale/Cengage. All rts. reserv.

01480744 SUPPLIER NUMBER: 12670745

Putting estimates on track. (cost estimation) (In Depth)(includes related

article on 'ripple effects' of bad estimates) (Tutorial)

Lederer, Albert L.; Prasad, Jayesh

Computerworld, v26, n34, p85(3)

August 24, 1992

DOCUMENT TYPE: Tutorial ISSN: 0010-4841 LANGUAGE: ENGLISH

RECORD TYPE: ABSTRACT

ABSTRACT: A survey of 115 companies in a variety of industries reveals that technology cost estimates tend to be wildly inaccurate; more than three fourths of respondents reported that the estimates...

...63 percent of the instances resulted in projects that came in 'significantly' over budget. Inaccurate cost estimation occurs because users make changes, personnel in different work groups do not communicate, staff continue to rely on early estimates and managers fail to monitor progress. Tips for estimating costs correctly are presented. Assigning the initial estimating task to the final developers may prevent cost overruns, and the initial estimate should not be finalized until a thorough study has been performed. It is important to...

29/ 3,K/ 12 (Item 6 from file: 636)

DIALOG(R)File 636:Gale Group Newsletter DB(TM)

(c) 2009 Gale/Cengage. All rts. reserv.

03492866 Supplier Number: 47203871 (USE FORMAT 7 FOR FULLTEXT)

BUSINESS PROCESS CONSULTING: HIGH GROWTH AREA FOR IBM

Report on IBM, v10, n14, pN/A

March 12, 1997

Language: English Record Type: Fulltext

Document Type: Newsletter; Trade

Word Count: 1997

The project team evaluated proposed changes to the purchasing process. A simulation model was used to determine the overall cost , cycle time and resource utilization impacts of various staffing alternatives. Process improvements such as off-loading low dollar value purchases to a vendor, assigning high dollar value purchases to in-house personnel , and batching similar purchasing transactions enabled significant cost and efficiency improvements.